
CALENDAR YEAR 2022 EQUITY IMPACT PLAN ANNUAL REPORT

BACKGROUND INFORMATION

Department Name: Facilities Management Department

Equity Lead(s): Michael Izadi

Date: 11/29/2022

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Review your department's Equity Impact Plan for CY 2022 at [Equity Impact Plans | Topics \(fairfaxcounty.gov\)](#). Using that plan, add each goal below and describe: 1) what was done to make progress toward the goal, 2) with whom (partners), and 3) how work toward this goal was measured/evaluated and the results. If you have data for the performance measures in your CY 2022 Equity Impact Plan, report them. Add more goals as needed.

Goal 1: Recruit and hire diverse staff

Goal 1 Progress:

- 1a. Remove names from resumes: 40% YTD
- 1b. Appoint interview panel with diversity representative of agency: 100% achieved

Goal 2: Provide opportunities for training to facilitate career growth for staff

Goal 2 Progress:

- 2a. Pay for cost of coursework for International Facility Management Association certification: 100% IFMA enrollees
- 2b. Help enroll employees in FCPS Adult Community Education Apprenticeship Program: N/A
- 2c. Fund the ongoing cost of required job certifications: 100% compliance
- 2d. Connect staff with certificate, apprenticeship, and tuition assistance programs: N/A

Goal 3: Engage supervisors and employees in retention activities

Goal 3 Progress:

- 3a. Meet with managers to discuss how they can engage their staff around career advancement opportunities: N/A
- 3b. Recognize employees with annual manager-selected awards: 22 award recipients in 2022

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3c. Provide mentoring of employees (particularly female technicians in Operations): N/A

Goal 4: Provide data and information to contribute to equitable decision making

4a. Maintain inventory of leases and licenses by district for analysis of nonprofit resource distribution: 100% compliance achieved in 2022

4b. Supply maps of locations owned, leased, and licensed facilities for spatial analysis of resource distribution: 100% compliance achieved in 2022

Was other equity-related work completed in addition to the goals above? If so, please describe.